

The campaigning newspaper that puts you in the picture

July 2003

# DN EXTRA...

HUNTING FOR A JOB? - see inside



## Golden Games

Ireland's Special Olympics

## Mystery tours

Supermarket sends in the spies

6 pages of job opportunities and on our website: [www.disabilitynow.org.uk](http://www.disabilitynow.org.uk)



## DN EXTRA...

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## Jobs lost as charity closes helpline

A charity has axed its disability information service and made all its staff redundant because it can no longer afford to fund it.

The Queen Elizabeth's Foundation (QEF), which runs the Disability Information Service (DISS), said the service was too expensive and has made all eight staff redundant.

Three of the staff and all four volunteers, who will also lose their positions, are disabled. They have all been given eight weeks notice.

QEF had been holding urgent talks to discuss the future of

DISS. The service provides information to around 250,000 people a year through its free enquiry service and national database, but has a forecast deficit of £144,000 for 2003/04.

The charity had extended the original consultation period to try to find a way of enabling the service to continue but although the possibility of DISS becoming independent was discussed, QEF decided it was not feasible.

Cynthia Robinson, chief executive of QEF, said: "None of the proposals put forward as a

result of the consultation period proved viable because of the large, on-going financial deficit of DISS."

Hazel Plastow, manager of DISS, said: "We are all very disappointed. The skills and the knowledge have been built up over many years here. To make the entire workforce redundant is very drastic."

Although the helpline will close, QEF still hopes to find a way to continue providing the database service and will look at options over the next two months.



Flower power: Seven-year-old James Herneman, a pupil at Heathermount School, Ascot, presents flowers to Jane Asher, president of the National Autistic Society, on the day the school's new music room was officially opened by the Duke of York (right). The school, for children with autism and Asperger syndrome, is run by The Disabilities Trust.

## ASDA to use disabled snoops

Supermarket chain ASDA is to employ disabled mystery shoppers to carry out undercover inspections of every one of its stores, while it ploughs £30 million into improving facilities for disabled people.

The new programme, Miles Ahead, is believed to be the first time a retailer has used disabled mystery shoppers.

Under the scheme, disabled people will visit each of the 260 stores four times a year to test how accessible they are to people

with mobility, visual and communication impairments.

The mystery shoppers will judge stores on staff attitudes, disability awareness and issues related to their own disabilities.

ASDA hopes the £30 million investment will help it comply by the deadline of October next year with its access duties under the Disability Discrimination Act.

It will pay for facilities such as induction loops, tactile signs, lowered counters for wheelchair

users and new lifts.

Tony Manwaring, chief executive of the cerebral palsy charity Scope, said ASDA was providing a "shining example" to other companies.

He said: "It's an obviously wide-ranging investment and we are very impressed with the range of facilities they plan to introduce into their stores."

Ed Passant, chief executive of the Disabled Drivers' Motor Club, said he welcomed ASDA's "innovative approach".

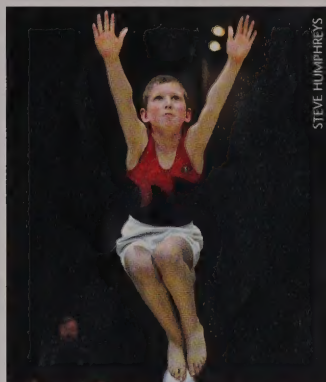


# Ireland hails outstanding Olympics



ALAN BETSON

*Above left:* Full house: the opening ceremony of the Special Olympics World Summer Games at Croke Park attracted more than 80,000 people. Entertainment included music by U2, The Corrs and Bon Jovi.



STEVE HUMPHREYS

*Above right:* Kemlyn Shard, 12, from Runcorn, Cheshire, competes in the gymnastics. He won four gold and two silver medals at the games.

The Great Britain team came home with 260 medals, including 89 golds, from the biggest sports event in the world this year.

Team GB took 199 learning disabled athletes to the 11th Special Olympics World Summer Games, which took

place in Dublin last month.

The games were hailed as the most successful sporting event ever in Ireland, with more than 7,000 athletes from 160 countries.

The Special Olympics ran over eight days and covered 21 sports including athletics, basketball,

cycling, equestrian, football, sailing, swimming and tennis.

The gymnastics team was GB's most successful, with 36 gold medals, 30 silver and 26 bronze.

GB's powerlifters won 26 golds, 21 silver and 20 bronze medals.

Gary Haynes, from Wolverhampton, won four powerlifting gold medals and was nicknamed "the mighty atom" because he was the lightest competitor, weighing just 49kg.

Christina McSherry, Gillian Munroe, Andrew Smith and Julian Jeffery also won four powerlifting gold medals each.

Powerlifting coach Richard Kelly said: "We had a really good time. They thoroughly enjoyed it. Everyone said they would have stayed there another week if the chance arose."

Mary Davis, chief executive of the 2003 World Games, said they were a "great success" and a "fantastic experience for the athletes".

Front cover: Paul Wilson, from Wakefield, celebrates after winning gold in the Powerlifting Squat 67.5kg class. Picture by David Maher.



## Hackney Access Action Project

**Project Development Worker**  
**£24,000 incl. ILW (pro rata) NJC Scale SO1**  
**21 hours per week over 3/4 days**

Disability Hackney is seeking to appoint a Project Development Worker. The post holder will work with local groups and individuals by setting up a development programme around disability and access issues, particularly access to employment and respond to the needs of the project beneficiaries. To represent and respond to the beneficiaries needs through publicity and outreach work and events, as well as liaison with partner organisations. To facilitate the development of the project by actively promoting and increasing the capacity of disabled people, local groups and agencies.

Applicants must have experience of development work and an understanding of the Social Model of Disability and issues affecting smaller community based organisations. He/She must also have a good standard of education and able to communicate at all levels.



jobcentreplus

**Project Administrator**  
**£20,706 (incl. ILW)**  
**Full Time NJC Scale 5**

The post holder will be responsible for developing and managing the information and administrative records of the project. To provide secretarial, clerical and administrative support by setting up and maintaining information databases and ensure all information received is confidential.

Experience of administrative work involving note taking, record keeping and filing is essential. IT literacy in Microsoft packages and software programmes (Word, Excel, Access) is essential as is excellent communication skills and confidentiality.

Applicants must have excellent interpersonal skills and be effective communicators. The person must also be highly motivated and have developed organisational and writing skills.

The above posts are funded by the European Social Fund through Jobcentre Plus and are a fixed term contract until December 2004.

**Closing date for the two posts is**  
**Monday 28th July 2003.**

**For application packs, please contact:**

**Sanusie Sesay, Disability Hackney, 3rd Floor,**  
**The Print House, 18 Ashwin Street, London, E8 3DL**  
**Tel: 020 7923 1962 Fax: 020 7275 8577**





BUDDSODDWR MEWN POBL  
INVESTOR IN PEOPLE



Llywodraeth Cynulliad Cymru  
Welsh Assembly Government

## SEN APPEALS AND DISABILITY CLAIMS LAY MEMBERS TO SERVE ON THE SPECIAL EDUCATIONAL NEEDS TRIBUNAL FOR WALES

We are an independent body whose function is to consider appeals by parents who live in Wales against decisions made by Local Education Authorities about children's special educational needs. We will also hear claims about disability discrimination in schools.

Taking an active role in appeal hearings, you have knowledge and experience of children with special educational needs and disabilities, preferably within a school setting. You will also need to be familiar with relevant special educational needs and disability statutory frameworks and practice.

A skilled communicator with excellent interpersonal and communication skills, you are familiar with diversity issues such as culture, age, gender, race and religion. Impartial and authoritative, you can think independently and strategically whilst still being part of a team. Appeal panels comprise three members: two lay members and legally-qualified chair.

The ability to hear appeals through the medium of Welsh is also desirable.

Lay members will be expected to be available to hear appeals, in Wales only, for a minimum of 15 days (pro rata) per school year from November 2003 and are paid £205 on a daily fee basis. Sitting members of other tribunals are eligible to apply and may hold positions in more than one tribunal.

### Equal Opportunities

It is the policy of the National Assembly for Wales to promote and integrate equality of opportunity into all aspects of its business including appointments to public bodies. It welcomes and encourages applications from groups currently under-represented including women, black and ethnic minority groups and disabled people. The principles of fair and open competition will apply and appointments will be made on merit.

For an application pack and further details, please contact Ms Sarah Dawkins, Public Appointments Unit, National Assembly for Wales, Cathays Park, Cardiff CF10 3NQ. Telephone No: (029) 2082 3576, Fax No: (029) 2082 3356 or Email: [publicappointments@wales.gsi.gov.uk](mailto:publicappointments@wales.gsi.gov.uk)

The closing date for receipt of applications is 17.00 1 August 2003.

Application forms received after this date will not be considered.

**A large print version of this advert can be  
obtained by request from 029 2082 3576.**



[www.wales.gov.uk](http://www.wales.gov.uk)



**DN disabilitynow****Editorial /  
Administrative  
Assistant****£16,177 - £17,774  
(incl. ILW)**

The UK's leading disability newspaper, now fortnightly, needs an enthusiastic, flexible, well-organised person to run the office and help with subbing, proofing and writing. You need Word, Excel, admin experience and a thorough knowledge of office routines.

Disabled applicants welcome. For an application form contact Dan Batten, Disability Now, 6 Market Road, London N7 9PW, tel: 020 7619 7323, fax: 020 7619 7331, email: [dan.batten@scope.org.uk](mailto:dan.batten@scope.org.uk)  
Closing date 25 July 2003.

Registered Charity No: 208231

**DEADLINES**

**Disability Now August 2003  
published 26 July.**

**Classified deadlines:**

**Booking: 11 July.**

**Copy: 15 July.**

**For more information,  
contact Patrick Durham-  
Matthews on 020 7619  
7320, email:  
[patrick.durhammatthews@scope.org.uk](mailto:patrick.durhammatthews@scope.org.uk)**

**"It happened as I was taking him to the cell.  
He just lost it."**

**"My client had a history of mental  
illness. Why was that overlooked?"**

**"We did everything we could to help him."**

**"The guy was out of control. I don't  
think the police had a lot of choice."**

**"It was the police. He hadn't done anything to provoke them."**

**"I can't believe he's dead.  
My son would never hurt anyone."**

## What if there are more than two sides to the story?

### Investigators

£20k – £50k dependent on role

Based in Leicester, Leeds, London/South-East, Manchester and Newport

Who's telling the truth? Who's in the wrong? Who has something to hide? As an Investigator for the Independent Police Complaints Commission, you'll come at each and every situation with an impartial, open-minded approach. You'll analyse the facts carefully. You'll go through them again and again. You'll listen to every side of the story. And then you'll make sure that a fair, independent and, most importantly, just conclusion is reached.

Our commitment to diversity means we're looking for people from all backgrounds to join us. We have opportunities at a range of levels. Previous investigatory experience would be useful, as would experience in leading and managing teams, although neither is essential as we will provide full training. More important are your excellent analytical skills, sound judgement and impartiality. A good team player and strong communicator, both in writing and face-to-face, you have the resilience and self-confidence to handle the complex and extremely challenging situations that you'll find yourself in. Above all, you will share our commitment to securing justice for all.

Your work will be as demanding as it is rewarding. What's more, you can look forward to outstanding opportunities for career progression as well as flexible working patterns. So if you have the commitment and attitude we're looking for, together with the flexibility to work outside your area as workloads demand, this is the place to make your mark.

A clean driving licence is normally essential, although this can be waived in certain circumstances, for example, candidates with disabilities.

For further details and an application form (to be returned by 25 July 2003), please contact the IPCC Recruitment Team, PO Box 6547, Basingstoke RG21 7XR quoting reference B7209. Tel: 0870 169 9740 (24 hours). Internet: [www.ipccjobs.co.uk](http://www.ipccjobs.co.uk)

*The IPCC is an equal opportunities employer and welcomes applications from candidates regardless of ethnic origin, religious belief, gender, sexual orientation, disability or any other irrelevant factor.*

**ipcc** independent  
police complaints  
commission



## EMPLOYEE RELATIONS MANAGER **Remploy**

To bring business focus, interpersonal skill and resilience, to a changing organisation which still faces many traditional challenges

Up to £50,000, bonus + car

Flexible Location

Remploy turns over £200 million from a range of service and manufacturing operations and is proud to be the largest provider of employment opportunities for disabled people in the UK. The business is established in many markets and the company is adapting to meet the challenge of creating even more sustainable work opportunities for disabled people. The appointee will play a central role in a programme of continuing cultural change and will lead national negotiations with a consortium of unions. Traditional relationships have progressively become mutually more productive, but this is not a maintenance job and the challenges will be increasingly stretching. Communications with the workforce need to be clearly focused, and line managers must benefit from the best advice – and be coached in modern ER thinking. Interpersonal skills will therefore be particularly important in developing effective relationships with managers at all levels. The role will also involve guiding a small team of HR professionals (who are keen to broaden their generalist experience) and a Pay & Policies Manager. Candidates should have front-line ER experience in unionised environments, ideally including both multi-site issues and change management processes; they'll also relish the opportunity to make a significant difference in this fascinating and unique business. Please send full career details, quoting reference WE3041 on both letter and envelope, to Simon O'Brien, Ward Executive Limited, 4-6 George Street, Richmond-upon-Thames, Surrey TW9 1JY (e-mail: [so@wardexec.co.uk](mailto:so@wardexec.co.uk)).



**WARD EXECUTIVE**  
LIMITED  
Executive Search & Selection

**DN disabilitynow**

## Education Supplement

September 2003

"Make your Mark" will be packed with information and advice to help disabled pupils, students and their families. We will review the impact of the SENDA (Special Educational Needs and Disability Act) one year on. We will interview Baroness Ashton the Special Needs Minister. There will be an article from Margaret Hodge, Minister for Children. An interview with teachers, parents and children from Calthorpe School, Bristol dealing with special educational needs. A look at inclusion policy and practice as contrasted in two metropolitan boroughs, Newham & Manchester. Me and my education will allow learners to talk about what has worked for them, e.g. open learning, further education, higher education, connexions. My job will focus on a teacher with a disability, and we will follow a day in the life of a disability advisor. Finally we will survey UK journalism courses.

To advertise please call Richard Gresham on **020 7619 7336** or Patrick Durham-Matthews on **020 7619 7320**.

Please book by **12 August 2003**.

For a no obligation quote fax or e-mail your advert.  
Fax: **020 7619 7331**.

Email: [richard.gresham@scope.org.uk](mailto:richard.gresham@scope.org.uk) or [patrick.durhammatthews@scope.org.uk](mailto:patrick.durhammatthews@scope.org.uk)

**DON'T MISS THE OPPORTUNITY!**

## Full Time experienced Trainer Manager

Do you have the drive, determination and commitment to lead the development of a new IT centre? You will initially be involved in setting up the centre and delivering training to individuals and small groups. Future development of the centre will be strongly influenced by your ability to lead and create a positive and welcoming environment. The focus will be providing access for disabled people and people from excluded communities.

Hours will vary and will include some evening work.

**Salary £21,993. Closing date 1st August.**

**Part time admin support** (16 hours) to undertake routine clerical tasks. Must be computer literate and have proven experience of working with disabled people.

**Salary £12,549. Closing date 15th August.**

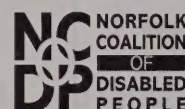
For an application pack available in print, large print, via e-mail or on disk please contact:

Dianne Prigmore, Leicestershire Centre for Integrated Living, 5-9 Upper Brown Street, Leicester LE1 5TE.

Tel: **0116 2225005** Fax **0116 2225008**

or e-mail [admin@lciil.org.uk](mailto:admin@lciil.org.uk)

This project is supported by UK Online and the New Opportunities Fund



## THE NORFOLK COALITION OF DISABLED PEOPLE

A rapidly-expanding organisation of and for disabled people invites applications for the post of

## COUNTY CO-ORDINATOR

[scale: £19-£21,000 + pension]

The successful applicant will be a disabled person, driven by the social model of disability and have a record of an ability to organise.

The job will entail

- Organising the Coalition's campaigns
- Presenting its case on television, radio and in the press
- Keeping in touch with the members throughout Norfolk
- Representing the Coalition in policy meetings with local authorities and voluntary organisations.

Apply for details: Alex McNulty, NCDP Administration Manager, 300 St Faith's Road, Old Catton, Norwich, Norfolk. NR6 7BJ.

Tel: **01603 785200** E-mail: [iln@paston.co.uk](mailto:iln@paston.co.uk)

Closing date for applications: **31st July**.



[www.scie.org.uk](http://www.scie.org.uk)

# Millions of people receive social care services.

## What difference can one person make to them?

### *If you work at SCIE, the answer is a lot.*

Everyone employed here has a part to play in improving the quality of social care. Collectively, we are bringing together knowledge and research, then disseminating it to those who need it. And crucially, we are basing our work on what people actually receiving social care tell us about their needs and experiences.

We are encouraging imaginative thinking about the future of social care. If you share our desire to change people's lives for the better, you'll find this an excellent place to take your career forward. We are a modernising organisation with an extremely active commitment to diversity and equality. We also offer enviable potential for training and development, and competitive rewards that recognise your importance to our work.

#### **Principal Adviser HRM £47,000+**

##### **Two year fixed term contract - secondment welcomed**

To deliver SCIE's Human Resource Management theme successfully, we need an HR expert and inspirational figure like you - someone who can work strategically to address and advise on key issues in the social care sector such as recruitment, retention, equality and diversity. A social care background isn't essential for the role though you must have a proven track record in HRM at senior level. **Ref. KS6**

#### **Principal Adviser Participation £47,000+**

With a special emphasis on service users, carers and their supporters, you will aim to get diverse groups of stakeholders involved in our work. And more than this, you'll put participation at the heart of everything we do. You will succeed by drawing on the knowledge of different approaches to participation that you've gained at senior level. **Ref. CR1**

#### **Web Development Manager £36,000+**

As the Internet is SCIE's principal means of disseminating best practice information, this is a hugely important role that includes redeveloping our site and creating new web based products. You need five years' web experience plus knowledge of HTML (XML very desirable) Photoshop, Dreamweaver (or a similar package) and SQL. **Ref. KS8**

#### **Practice Development Manager £34,000+**

Few positions offer this much scope to influence social care practice on a national level. You will decide strategy, deploy resources, lead specific projects, work in an advisory capacity and implement quality assurance procedures. Whatever your background, you must have at least three years' experience in social care settings, underpinned by a degree level qualification and a professional qualification in a related profession. **Ref. KS7**

#### **Exec Administrator Participation £30,000**

This opportunity is very like a Committee Secretary role - you will co-ordinate our meetings with participatory groups representing key stakeholders. You must have at least three years' senior administrative experience and 100 wpm shorthand, 60 wpm typing and strong MSOffice skills. The flexibility to travel (occasionally with overnight stays) is a must. **Ref. CR2**

#### **Web Development Officer £27,000**

In helping maximise SCIE's use of the internet, you will contribute to innovative web based products and a series of new functions for our site. The role demands at least two years' experience of working with websites. Your skills in HTML, Java, Adobe Acrobat and a paint/photo package will prove invaluable, as will your working knowledge of SQL. **Ref. KS9**

#### **Communications Assistant £24,000**

You will be offering administrative support to the Communications team, with duties ranging from helping arrange our annual conference to handling media enquiries and drafting press releases. A degree level education is essential and you must have at least two years' experience of admin work, plus 50 wpm typing and excellent knowledge of Word, Access, PowerPoint and Excel. **Ref. CR3**

#### **Administrators £21,500**

##### **Post A: Knowledge Management Post B: Knowledge Services**

These two positions both involve a wide range of general admin duties and require at least two years' administrative experience, 50 wpm and strong MSOffice skills. The role in Knowledge Management involves assisting the team that works on the SCIE website, our intranet and a range of other online services, so web skills are an advantage. The Knowledge Services position involves supporting senior staff responsible for brand new areas of our work - so you will be contributing to ground breaking projects.

**Ref. Post A: CR4 • Post B: CR5**

All positions are based at our London SE1 office.

Please contact the 24 hour information line for a copy of the information pack and application form on (020) 7089 6884, quoting the appropriate reference number, or email us on [recruitment@scie.org.uk](mailto:recruitment@scie.org.uk) CVs will not be accepted.

The closing date for applications is 5pm, Tuesday 29th July. Interviews will be held in September.

For further information on SCIE and any of the individual jobs please visit: [www.scie.org.uk](http://www.scie.org.uk)

We value diversity in our workforce and are committed to equal opportunities. Disabled candidates who meet the essential criteria are guaranteed an interview.

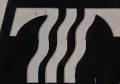
**SCIE**  
Social Care Institute for Excellence

**better** knowledge for  
**better** practice



*PUTTING PEOPLE first....  
RHOI POBL yn gyntaf....*

**TORFAEN  
COUNTY  
BOROUGH**



**BWRDEISTREF  
SIROL  
TORFAEN**

## SOCIAL SERVICES DEPARTMENT

**What we have done:** re-graded social workers, senior practitioners and team managers; established a trainee scheme to 'grow our own'; offered 5 staff development days per year for all staff; introduced a retention scheme for practitioners offering £2000 for a 2 year commitment and a bursary scheme for student social workers.

**What we will do:** give you the chance to shine, to show you can manage and to help you make the difference we need.

### Community Care Division Team Manager-Physical Disabilities

SCP: 40-46 Salary: £29,067 - £33,642 Ref: SS101/03

The Division has reviewed Day Activities, Respite, and Carers Support and audited sensory impairment services. We are now in the process of implementing action plans.

This is an exciting time to be a manager in Torfaen and raise the profile of people with a physical / sensory impairment.

You will be responsible for effective and efficient care management, and for ensuring quality of life for service users.

You will have a minimum of 3 years' relevant post qualifying experience and will possess a Social Work, O.T. or other appropriate professional qualification.

In addition we are looking for a qualified

### Occupational Therapist

SCP: 26-35 Salary: £19,185 - £25,245 Ref: SS102/03

Plus essential car users allowance and £2,000 retention payment for a 2 year commitment.

Working within the Physical Disabilities team, you will assess people's needs and make recommendations for equipment, disabled facility grants, minor adaptations in the home environment and manual handling needs, as well as contributing to our future service plans.

### Community Intervention Team Team Manager

SCP: 40-46 Salary: £29,067 - £33,642 Ref: SS99/03

**Do you believe that skilled intervention, at key points in a person's life, can avoid institutionalisation and promote independence?**

The Community Intervention Team works with vulnerable adults in a time limited, goal focused way to maximise independence. The Team has close links with all Community Care Assessment and Care Management Teams and is well placed to contribute to intermediate care developments.

The Team was highly praised in the Joint Review and is a crucial part of our strategy of diversion from institutional care and emphasis on intensive community care support. There is considerable scope for developing new service responses.

**If the challenge of leading such a team appeals to you, we want to hear from you.**

### Planning & Development Team Full-Time Carers Development Officer

SCP: 35-39 Salary: £25,245 - £28,320 Ref: SS100/03

Fixed Term Contract until March 2005

(Possible extension subject to confirmed funding)

This is an exciting new post designed to improve the lives of carers. You will be responsible for implementing a new strategy for Carers and for managing the Carers Special Grant, which is used for development of services.

Previous experience and skills gained in a Health or Social Care setting (either statutory, voluntary or independent sector) together with a strong commitment to promoting carer's issues at all levels is a key requirement of this post.

Applications for secondment are welcomed.

**For an informal discussion regarding all the above opportunities, please contact Stewart Robertson, Group Manager on 01633 648730.**

**Posts are subject to Enhanced Disclosure Applications to the Criminal Records Bureau.**

Application forms and an information pack can be obtained from the Human Resources Section, Social Services Department, Torfaen County Borough Council, County Hall, Cwmbran, Torfaen, NP44 2WN, Tel No. 01633 648597 (voice mail) / 648596. Please quote the relevant reference.  
E-mail: socserv.recruitment@torfaen.gov.uk

Closing Date: 29 July 2003.



INVESTOR IN PEOPLE

*Yn Gweithio Tuag At  
Gyfleoedd Gyfartal*

*Working Towards  
Equal Opportunities*